

RACIAL EQUITY IMPACT ASSESSMENT QUALIFIED ALLOCATION PLAN

Chicago Department of Housing

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Letter from Commissioner Marisa Novara

This Racial Equity Impact Assessment (REIA) represents an exciting step forward for Chicago's Department of Housing (DOH). I personally had the honor of participating in the first REIA held in Chicago in 2017. Organized by Chicago United for Equity (CUE), I experienced first-hand that the REIA was a powerful tool to examine the potential outcomes of a proposal or the actual impacts of a longstanding policy. What I appreciated most about the process was that it forced us to separate the intentions of often well-meaning individuals from the results through a process that examines data by race and listening to impacted populations.

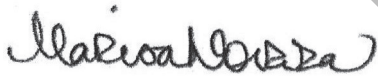
When I came to DOH in 2019, one of the first principles we established was to conduct our work through a racial equity lens. It was clear that the Qualified Allocation Plan (QAP) was a strong contender to first apply this tool. Given that Low-Income Housing Tax Credits (LIHTC) are our single biggest source for affordable rental units and the City had been allocating them since the late 1980s, we had ample ground to cover in examining 30+ years of results.

With guidance from CUE and support from Enterprise Community Partners, we listened to LIHTC residents, developers, investors, and advocates. We examined our data by race and took stock of where and how our data collection and tracking falls short. We sorted our findings by those that should influence the QAP itself, and those that apply to the broader systems surrounding it. You will see both reflected in this report, and a timeframe for implementation.

This REIA is the first step in the Department of Housing's ongoing commitment to examine the outcomes of our work by race and adjust accordingly. While this is the first REIA on a QAP in the country, our hope is that this is the first of many in a network of cities committed to this work. Given the long role that government has played in creating and maintaining segregation and inequities by race, this is our work to do.

If you have ideas or feedback on our next steps or would like to learn more about our process to initiate a REIA on one of your programs or policies, please drop us a line at doh@chicago.org.

With sincere thanks to all who contributed to this effort,



Marisa Novara
Commissioner, Dept of Housing

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Chicago Rehab Network
Chicago Urban League
City of Chicago DPD
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Communities United
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Elevated Chicago
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Hagerty Consulting
Health & Medicine Policy Research Group
Heartland Housing
Hispanic Housing Development Corporation
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Lawyers' Committee for Better Housing
LUCHA
City of Chicago Mayor's Office
Merchants Capital
Mercy Housing
Metropolitan Planning Council
Michaels Development Company
Milwaukee Ave Apartments
National Equity Fund
Neighbors for Affordable Housing
Northpoint Realty & Asset Management Company
Northside Community Resources
Oak Park Regional Housing Center
Palmer Square Apartments
POAH, Inc.
Preservation Compact
Progress Center for Independent Living
RBC Community Investments
Red Stone Equity Partners
Residents of LIHTC Units
RF equity work group
Richman Asset Management
Supportive Housing Providers Association
Shriver Center on Poverty Law
Sixteen Hundred Investment Group Ltd
South Suburban Housing Center
The Community Builders, Inc.
The Mark Twain Apartments
The Michaels Organization
The NHP Foundation & Enlace Chicago
The Progress Center for Independent Living
The Richman Group
UIC
University of Chicago
Village of River Forest

Section 1: Introduction

The Low-Income Housing Tax Credit Program (LIHTC) is designed to provide incentives to the private sector to develop affordable rental housing. The Qualified Allocation Plan (QAP) is a set of instructions to guide LIHTC developers through the process of acquiring tax credits for producing affordable rental units.

The City's efforts to build housing are multi-faceted and the QAP guides only a portion of those efforts, specifically those limited to rental developments that receive tax credits. The City of Chicago's most recent QAP and processes across the country have traditionally centered around economic mobility and investments in low-income areas, however racial equity has not yet been a factor in determining a developer's eligibility for tax credits or the design, location or operation of developments.

Chicago's Department of Housing (DOH) sought to examine the QAP and its processes through a racial equity lens and consider how incorporating racial equity into its design may garner opportunities for wealth building and advancing racial equity in communities developed with Low-Income Housing Tax Credits.

REPORT STRUCTURE

■ **This report is organized into six sections:**

1. Provides an executive summary of recommendations detailed in section six
2. Describes evolution of Chicago's Qualified Allocation Plan
3. Provides an assessment of the current landscape of low-income housing and the allocation of tax credits in Chicago as well as an overview of national observations
4. Outlines the process of the REIA
5. Presents the results and recommendations of the REIA, and humanizes them through fictional stories of residents, developers, property managers and residents
6. Details next steps for how DOH will continue to advance racial equity in the QAP and its processes

Section 2: Executive Summary of Recommendations

Eight themes emerged from the REIA workshops which included an array of stakeholders including LIHTC residents, developers, funders, and housing advocates:

1. Ensure Black, Indigenous, people of color (BIPOC) developer/service providers benefit from LIHTC:

The QAP should increase access to opportunities for small and newer developers of color to benefit from the LIHTC program. The LIHTC Program should also contribute to wealth building in BIPOC communities and reducing the racial wealth gap. The QAP process should encourage and prioritize applications from BIPOC developers, reduce barriers to participation, and support and incentivize BIPOC-owned developers, professional services and social service teams.

■ **KEY RECOMMENDATIONS**

Encourage/prioritize applications from and/or partnerships with BIPOC developers and service providers

Review and strengthen accountability and penalty structure for implementation and enforcement of MBE/WBE requirements, City Residence Hiring Ordinance and other local laws that aim to increase participation of BIPOC firms and employment of BIPOC residents

Incentivize BIPOC-led developers and professional service teams, including a method to consider demographics of nonprofits and BIPOC-led companies that cannot certify for MBE/WBE status

Reduce experience and capital barriers to investment

2. Create production targets for specific subpopulations based on need: DOH needs to prioritize investments in data infrastructure and reporting so that it can prioritize LIHTC developments serving residents that are most in need, and address the deficit of units for specific subpopulations in the QAP. The information collected about the existing DOH LIHTC portfolio and who is served reflects the minimum reporting required by the U.S. Department of Housing and Urban Development (HUD) and is not organized in a format that can be easily analyzed or understood by the public. Ideas and considerations for a data infrastructure and reporting strategy could include establishing data reporting expectations and templates for all deals moving forward. This data supported approach will help the QAP make departmental funding priorities unbiased and transparent.

■ **KEY RECOMMENDATIONS**

Establish data reporting expectations and templates for all LIHTC deals

Create numerical/proportional targets by sub-population

Make departmental funding priorities as clear and transparent as possible

Require fair housing plan in QAP application

Invest time and resources in a data infrastructure and reporting strategy

3. Improve access to units for marginalized groups: The QAP and its allocation process should prioritize access to affordable housing opportunities by ensuring that marginalized residents are not unfairly screened out of the process due to arrest/conviction records, evictions, or low/no credit scores. Tenant applicants need to be aware of appeal process and unfair screening practices.

■ **KEY RECOMMENDATIONS**

Require submission and review of tenant selection plans in application

Review affirmative marketing standards and update requirements

Establish guidelines and evaluation criteria for tenant selection plans and require individualized assessments of applicants

Create and ensure tenant applicants are aware of appeal processes when they suspect they were screened out unfairly

4. Coordinate housing with other neighborhood amenities: The QAP should ensure residents have choices about where they can live affordably by ensuring that affordable developments are built in highly resourced, amenity-rich areas. One way to accomplish this is for the QAP to require applications be coordinated with strategic initiatives like the City's Equitable Transit Oriented Development (eTOD) Policy Plan to ensure alignment with core values for site selection and community benefit. The QAP should prioritize applications that incorporate the arts and local culture of a community.

■ KEY RECOMMENDATIONS

Adjust expectations to acknowledge that awards in "opportunity," highly resourced, amenity-rich areas may have higher costs

Incentivize developments in accessible transit hubs

Prioritize developers that have a plan to incorporate arts/local culture/services of targeted residents in developments

Incorporate siting priorities of developments near community resources

5. Improve engagement, management standards and enforcement in properties: The QAP should increase the inclusion, power, and self-determination that LIHTC residents have over their living environments and improve their health, wealth, and opportunities in life. The QAP should address the review and update of community engagement standards to ensure meaningful engagement throughout the development process. The QAP and allocation process should require and provide guidelines for inclusivity and accountability throughout the entire lifecycle of a development.

■ KEY RECOMMENDATIONS

Require submission of maintenance reports, resident complaints and resolution reports in Annual Owner Certification

Review and strengthen accountability mechanisms and penalties for inadequate maintenance and property management

Include cure periods for specific maintenance and non-compliance issues

Review and update community engagement requirements in the QAP to ensure meaningful resident engagement in the development application

Require and provide guidelines for inclusivity and accountability in ongoing operations/maintenance and ensure feedback loops/accountability throughout the entire lifecycle of a development

6. Improve resident outcomes and support homeownership and wealth building opportunities: The QAP and the allocation process should improve outcomes and wealth building opportunities for residents. Incentivize applications that offer or provide access to programs like homeownership support and workforce development programs and require owners to track and report tenant outcomes to understand the impact of the LIHTC program on these initiatives.

DOH partners with housing counseling and community organizations across the City. Connecting residents to these existing programs should be intentional and standard practice.

■ KEY RECOMMENDATIONS

Prioritize developments that offer or partner with agencies to provide workforce development/ career training programs that help tenants build skills and career pathways

Prioritize developments that offer or partner with agencies to provide financial counseling, savings programs, and other resources to build tenant wealth building

Create homeownership opportunities for single family and townhome developments as credits expire

7. Create more accessible, family-friendly homes and make applications more user-friendly: The QAP should ensure residents with disabilities and diverse language needs can find and live in LIHTC units that accommodate their needs. The QAP can incentivize applications to focus on specific subpopulations and/or to simply exceed the minimum requirements for accessibility.

The QAP and the allocation process should reward developments that exceed Federal and locally mandated requirements for accessibility, provide language services and are marketed appropriately.

Example: In 2019, DOH selected The Chicago Lighthouse Residences at 1800 W. Roosevelt Road under the QAP. This is a first of its kind development focused on the blind and visually impaired. This kind of work needs to continue.

■ KEY RECOMMENDATIONS

Incentivize developments that exceed Federal and locally mandated requirements for accessibility

Prioritize new credits to developers that have a track record of successfully serving residents with disabilities

Require that developers provide information in English and Spanish

Increase the proportion of family-sized units in the LIHTC portfolio and adjust total development cost to account for number of bedrooms so as not to disadvantage larger units

Prioritize projects that offer family supports

Centralize application and waitlist for all affordable housing developments and improve information available on DOH website

8. Ensure LIHTC developments address mental health needs of residents: The QAP should ensure residents feel safe in their homes and neighborhoods. The world is constantly changing, requiring government leaders to rethink their role in addressing the mental health needs of residents. The QAP can support incentives for partnership and wrap-around services that create or provide access to health and wellness spaces and activities.

■ KEY RECOMMENDATIONS

Develop standards and guidance requiring developers to submit health and safety plans in applications that include safety and security measures

Incentivize development of supportive housing units with onsite social workers

Encourage community spaces, on-site services, health, and wellness spaces

Require programming and service plans in application

Incentivize use of "trauma informed" design and programming

Incentivize siting near and/or require coordination with social service providers

Section 3: Introduction

HISTORY OF CHICAGO'S QUALIFIED ALLOCATION PLAN

Established in 1986, the LIHTC program is a system for producing affordable rental units that rely on tax incentives and federal oversight by the Internal Revenue Service (IRS). The program was promoted as a way of bringing the "market discipline" of private sector developers, syndicators, lenders, and investors to the affordable housing industry. Chicago is one of the few jurisdictions nationwide that has tax credit allocation authority in addition to the State of Illinois. In Illinois, both the City of Chicago and the Illinois Housing Development Authority (IHDA) allocate LIHTC to affordable housing developments.

Until recently, the City of Chicago's QAP was a broad call for affordable housing proposals without much specificity or prioritization. The merger of DOH and the Department of Planning and Development (DPD) in 2009 did not result in substantial changes to the QAP until 2011. During Mayor Rahm Emanuel's tenure, from 2011 to 2017, the round for LIHTC applicants expanded from two to five years. In 2017, the selection criteria changed to include priority tracts which underscored the preservation of existing housing and the development of catalytic community enhancements such as housing and library combinations for the City.



Photo credit: SOM • The Roosevelt/Taylor library combines LIHTC, CHA and market rate units in the Little Italy community on the Near West side with the modernized version of the Little Italy branch of the Chicago Public Library designed with activity space for community and residents.

On January 1, 2019, DOH and DPD became independent departments again and in June 2019, Mayor Lori E. Lightfoot appointed Marisa Novara as Commissioner of the newly reformed DOH. One of Commissioner Novara's first actions was to revise the QAP to be more consistent, transparent and policy based. The 2019 version of the QAP and allocation processes addressed:

Frequency

- Set application cycles to better align with the state (bi-annually)

Policy-setting approach with increased transparency

- Shared the allocation amount for LIHTC, bond cap, and soft funds available
- Gave guidance on proportions not to exceed in deals
- Set asides for project characteristics, including the expectation of receiving and funding applications across three different market types: Redevelopment, Opportunity, and Transitional areas
- Encouraged income averaging to ensure a broader range of incomes are served including those at 30% AMI and below

Concurrent with the 2019 QAP changes, DOH also worked to improve communication and transparency for all of its affordable programs, including:

- Website with charts and maps of the location of units built under Affordable Requirements Ordinance (ARO)
- The location of multi-family (MF) developments benefiting from the investment of an in-lieu contribution
- Process map of how affordable deals advance through city processes

2019 ALLOCATIONS

The 2019 QAP laid out the following goals as Priority Tracts:

1. Expand affordability in "opportunity areas" to advance economic mobility
2. Preserve affordable housing in gentrifying or "transitioning" neighborhoods to ensure stability of diverse neighborhoods as they change
3. Build affordable housing as an investment or revitalization strategy in disinvested, or "redeveloping," neighborhoods

DOH received 42 applications for 2,696 low income units in neighborhoods across the city for the 2019 QAP cycle. Approximately half of the applications and proposed units were in redevelopment areas, reflecting several factors including lower land costs, substantial vacant land, LIHTC's incentives to developments located in high-poverty qualified census tracts (QCT), large concentrations of low-income residents needing housing, and general political dynamics in these areas where local resistance may be less prevalent. Less than 25% of the total affordable units proposed in applications were in opportunity areas.

In addition to the locational priorities of the 2019 QAP, applications were prioritized based on overall project feasibility, mix of funding requests, availability of specific sources and the IRS requirement to maximize the number of affordable units created at the lowest cost. Based on these criteria, 11 developments were selected to move forward with an award: 18% in opportunity areas, 36% in redeveloping areas, and 46% in transitioning areas. When viewed by unit count, nearly half of all units were in opportunity areas, 30% in gentrifying areas and 22% in transitioning areas (Table 1).

Table 1. Number and Percentage of DOH-LIHTC Allocations in 2020 by Neighborhood Type

	Number of Developments (% of total)	# Affordable Units (% of total)
Opportunity Areas	2 (18%)	438 (49%)
Redeveloping Areas	4 (36%)	201 (22%)
Transitioning Areas	5 (46%)	264 (29%)
Total	11 (100%)	903 (100%)

Section 4: About the QAP and Tax Credit Allocations

The QAP is the policy document that guides the allocation of LIHTC. As a policy document, the areas QAP may influence include:

- Where housing units are built and preserved
- The size, quality, design, and amenities of the units and the types of households they accommodate
- Types of services provided to tenants
- The size, experience, and characteristics of the development team

Since its inception, tax credits have been allocated for the construction and preservation of approximately 25,000 income-restricted affordable housing units. During the same period, IHDA has allocated tax credits for the development or preservation of approximately 19,000 units in the city of Chicago.

Chicago’s LIHTC program is only one part of the City’s affordable housing portfolio. Across all funding sources and programs, the City reports approximately 47,000 units in its affordable rental housing portfolio.

While LIHTC is an important source of funding for affordable housing, it is not the only financing source that the City uses for development. The City coordinates with other funding agencies like HUD, the Chicago Housing Authority (CHA), and IHDA to produce and preserve affordable units in Chicago.

SNAPSHOT OF CHICAGO’S LIHTC ALLOCATIONS

■ Chicago’s LIHTC Production Numbers

The majority of Chicago’s LIHTC units are new construction developments in high-poverty areas.

Between 2000 and 2020, the City’s LIHTC program allocated tax credits to develop or preserve approximately 10,000 low income units across the city. Sixty percent of allocations since 2000 were in qualified census tracts, a federal designation for high poverty areas to incentivize development and preservation in these neighborhoods for revitalization purposes. During the last two decades, approximately two-thirds of all tax credit units were in new construction. One third of allocations were for units acquired and rehabilitated for preservation purposes.

WHERE ARE DOH-ALLOCATED LIHTC UNITS LOCATED?

■ Neighborhood Race/Ethnicity

Affordable housing units funded by the City's LIHTC program since 2000 are predominantly located in majority Black neighborhoods. The City's LIHTC program is under-represented in majority white and majority Latinx neighborhoods.

Less than 20% of all LIHTC units are located in majority white neighborhoods (Figure 1), while 30% of Chicago's tracts are majority white (Table 2). In contrast, there is a high concentration of LIHTC units in majority Black South and West side neighborhoods (Figure 2); 50% of all low-income LIHTC units allocated since 2000 are in majority Black neighborhoods, whereas only 35% of all city tracts have majority Black populations (Table 2). For majority Latinx census tracts on the West and Northwest sides, LIHTC units are underrepresented (Figure 3). While over 20% of all Chicago census tracts have majority Latinx population, only around 6% of all LIHTC units are in tracts with majority Latinx population (Table 2).

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Figure 1 LIHTC units allocated 2000-2020 by % White Residents

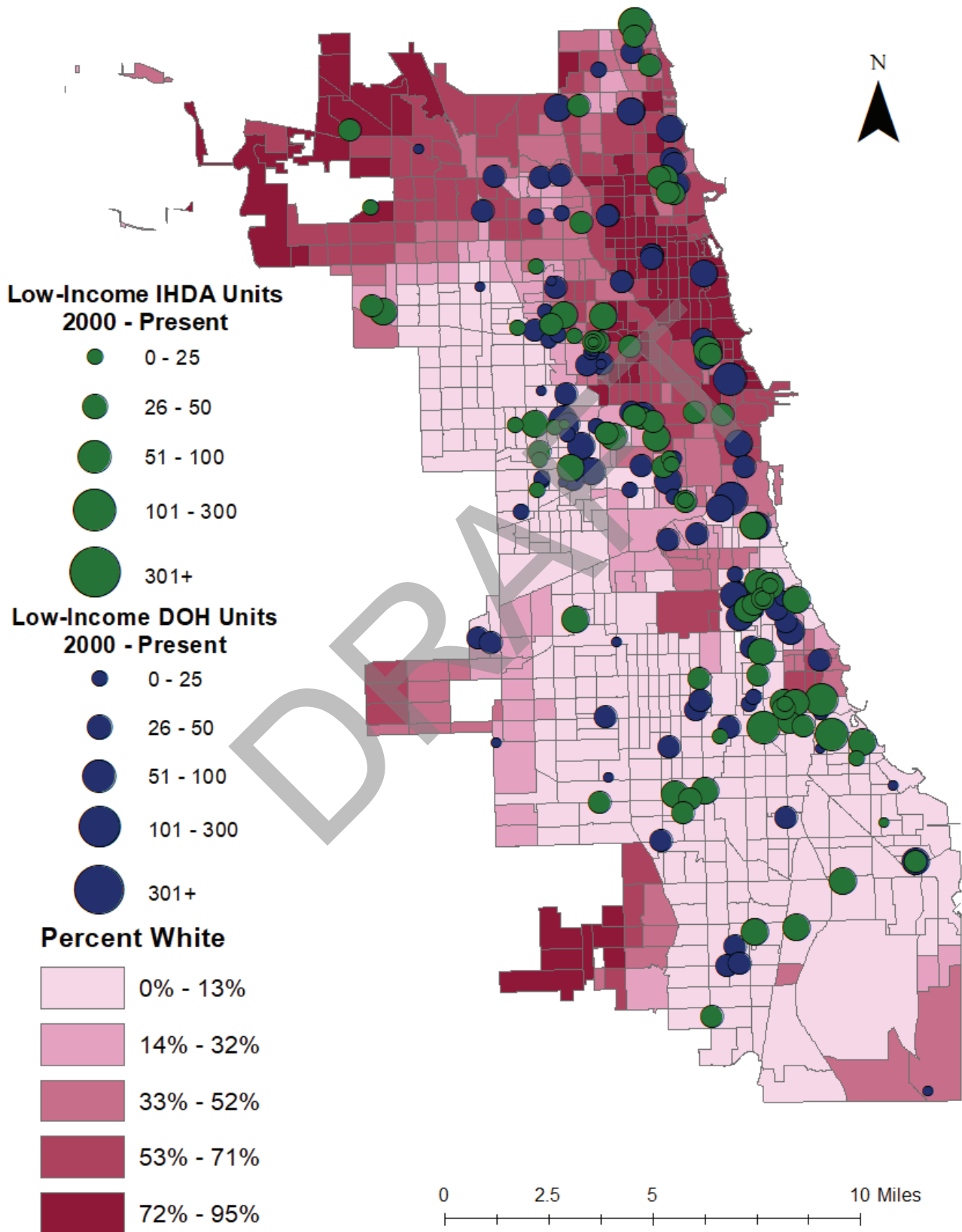


Figure 2 LIHTC units allocated 2000-2020 by % Black Residents

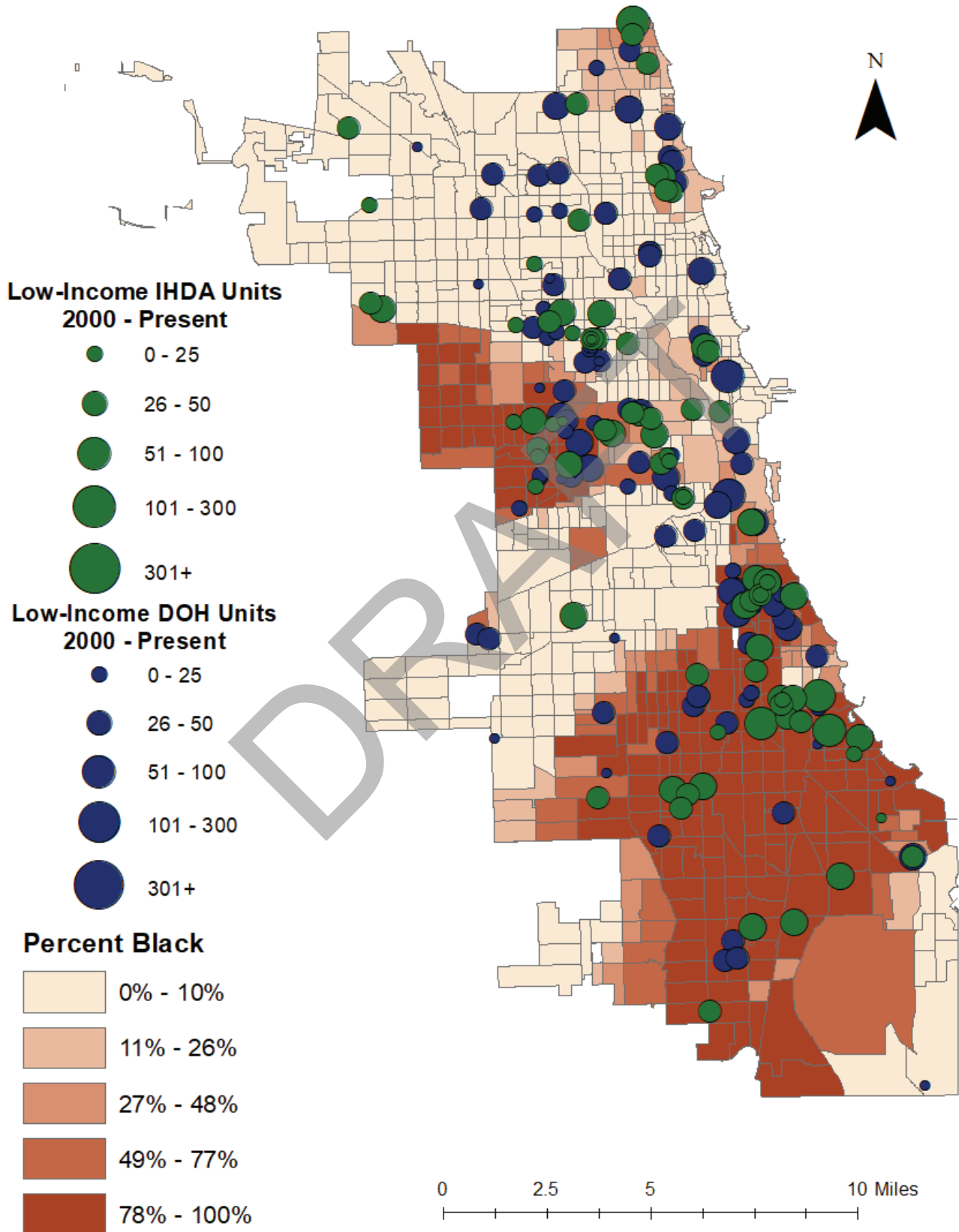


Figure 3 LIHTC units allocated 2000-2020 by % Latinx Residents

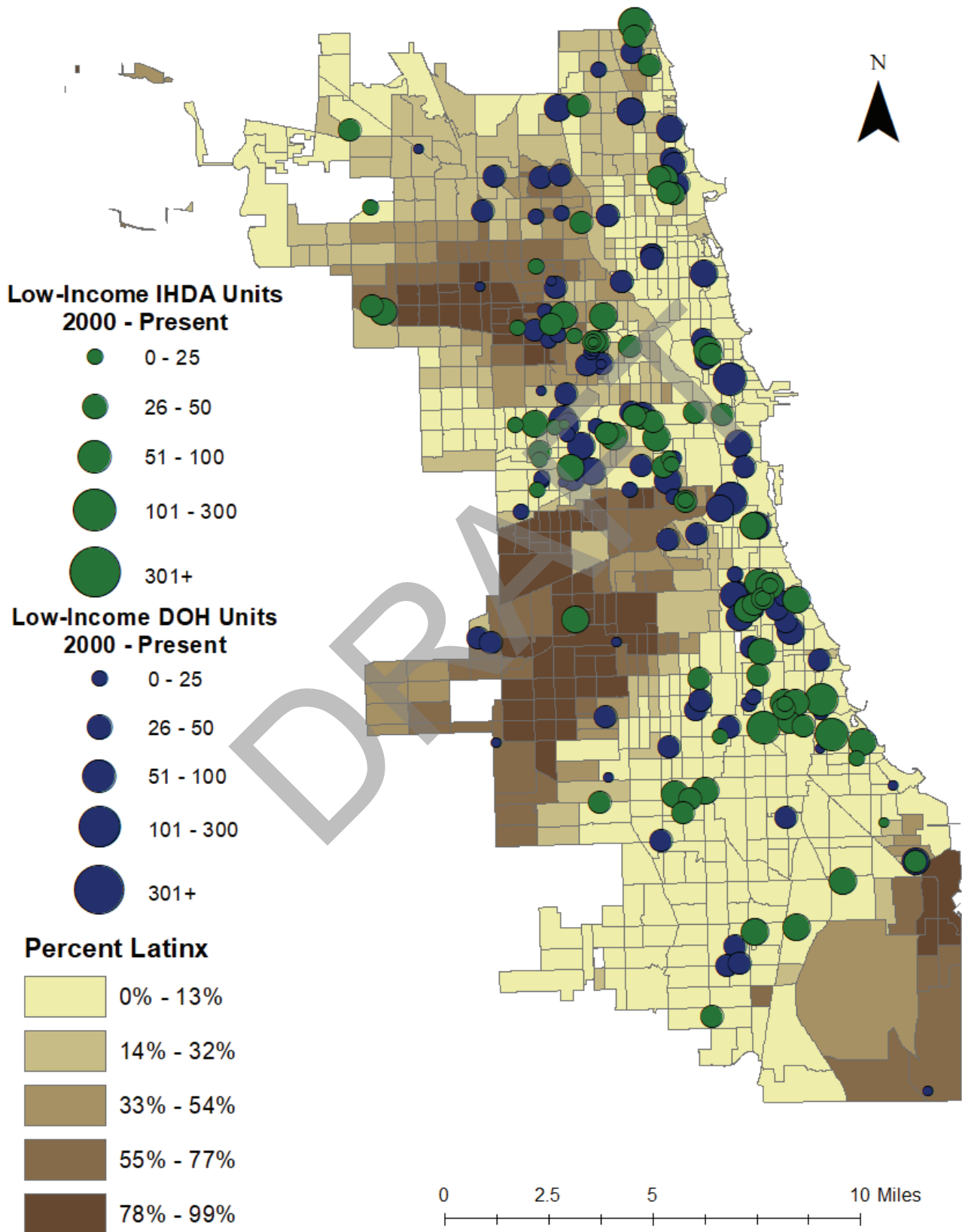


Table 2 Percent of LIHTC Low-Income Units by Majority Racial/Ethnic Composition

Race/ Ethnicity	% of DOH-LIHTC Units in Majority Race/ Ethnicity Tract	% of Chicago Census Tracts that are Majority Race/ Ethnicity
Non-Hispanic White	17%	30%
Black	50%	35%
Latinx	6%	21%

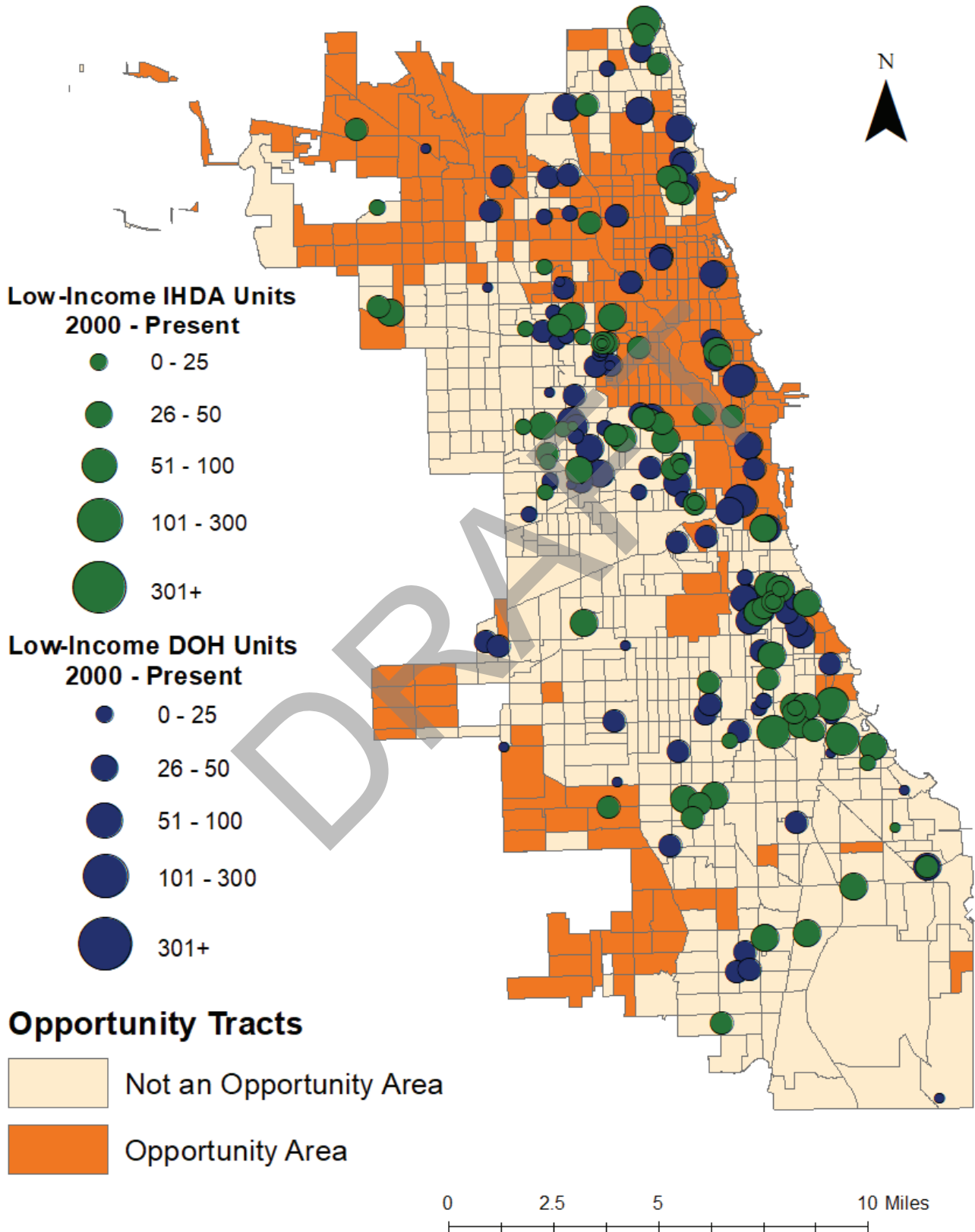
Source: American Community Survey 5-year estimates, 2014-2018; LIHTC database

NEIGHBORHOOD RESOURCES

Considerable research has documented how neighborhoods matter in shaping residents' access to resources, exposure to risks and impact their life outcomes. There are various metrics available to quantify access to resources such as proximity to food outlets, high performing schools, transit, jobs, etc. Due to Chicago's legacy of institutional racism and systematic disinvestment from neighborhoods of color, access to resources often follows neighborhood racial composition which also mirrors household income. Because of these patterns, a simplified metric of neighborhood opportunities was applied to the City's 2017 QAP and classified census tracts as "opportunity areas" if tracts reported less than 20% poverty and if half of all households reported incomes above the median for the City. Figure 4 maps LIHTC-funded low-income units over opportunity area designation.

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Figure 4 LIHTC units Allocated 2000-2020 by Designation as an “Opportunity Area” per 2019 QAP Definition



A quarter of low-income units financed with LIHTC allocations between 2000 and 2017 were in Opportunity areas,¹ - while 40% of Chicago's census tracts classify as Opportunity Areas.

Table 3. Percentage of DOH-Allocated LIHTC Units, 2000-2017 in "Opportunity" Areas

% of DOH-LIHTC Units in Opportunity Areas	% of Chicago tracts Opportunity Areas
26%	40%

WHAT TYPES OF UNITS IS CHICAGO'S LIHTC PROGRAM PRODUCING?

The types of units developed through the LIHTC program can influence the profile of tenants that are served by them in addition to household size. Table 4 summarizes the race and ethnicity of households by size and age. This information helps assess whether the LIHTC program is adequately meeting the needs of households by race and size.

From this high-level information, for instance, for households with more than three members, insufficient units were developed to meet the larger household sizes of the Latinx population, and perhaps a surplus of units were developed for the needs of white low-income households. Comparing the demographic breakdown of low-income senior households, Table 4 indicates that the LIHTC program appears to be adequately serving senior population for Black and white-led households, but potentially over-producing for the Latinx population.

To ensure LIHTC adequately addresses the needs from different subpopulations, the City should assess available data, identify data needs and invest in a data infrastructure and reporting program.

Table 4. Household/LIHTC Size and Age by Race/Ethnicity in Chicago

	All low-income* households	Black low-income households	White low-income households	Latinx low income households
% of households that have 3+ members**	21%	21%	6%	40%
% of LIHTC Units with 3+ bedrooms***	17%			
% with householder > 62**	37%	41%	44%	28%
% of LIHTC Units targeting seniors***	43%			

* 60% of Chicago AMI

** American Community Survey, 2018

*** LIHTC database: <https://lihtc.huduser.gov/>

WHO LIVES IN LIHTC UNITS?

Black residents are over-represented in LIHTC units, representing approximately 67% of all LIHTC tenants despite only representing 41% of low-income households. LIHTC tenancy for Latinx households shows the opposite trend: while 21% of Latinx households are low-income, their estimated share of LIHTC households is 14%.

¹ It is important to note that "opportunity" designation uses data for 2018 conditions. It is possible that at the time of previous LIHTC allocations neighborhoods may have had a different classification if they experienced significant demographic change during the period of 2000-2018.

Demographic information for residents of the City’s LIHTC-funded units are collected during lease up and reported to HUD. The data is not detailed by all races and is not collected in a way that is useable for this study. Tenant data is currently limited to a “Yes” or “No” for African American, White and other. The City must collect meaningful data on race and invest in a data infrastructure that allows for data informed policy making to be done by race.

Table 5 shows Black households are over-represented among low-income households in the city and among LIHTC tenants. Over 40% of all households with incomes less than \$40,000 per year (a rough proxy of low-income) have a Black head-of-household, despite constituting just 30% of the citywide population. Latinx households show the opposite trend: comprising approximately 21% of all low-income households although only representing 30% of the population citywide. White Chicagoans are similarly underrepresented: less than 23% of low-income households have a householder that self-identifies as white, less than the overall share of the white population of 33%. At 5% of all low-income households and 6% of the population, low-income Asians most closely match their population distribution. Based on preliminary data for tenants living in LIHTC units in 2020, Black residents are over-represented, making up approximately 67% of all LIHTC tenants despite making up 41% of households in poverty. LIHTC tenancy for Latinx households again shows the opposite trend: while making up 21% of households in poverty, their estimated share of LIHTC households is 14%. Low-income white residents are similarly under-represented in LIHTC properties.

Table 5. Chicago Share of Low-Income Households and Total Population by Race/Ethnicity

	White (Non-Latinx)	Black	Latinx	Asian	Native American/ Hawaiian	Other
Estimated Share of All Chicago Households earning <\$40k/yr.*	23%	41%	21%	5%	<0.5%	10%
Share of total Chicago population	33%	30%	29%	6%	<0.5%	2%
Estimated Share of LIHTC residents**	12%	67%	14%	5%	<0.5%	1%

*\$40k household income is used as a very rough threshold for low-income status, which is slightly higher than the area median income (AMI) limit for a 1-person household in 2020. Data for this table was derived from five-year estimates from the American Community Survey for household income by race and ethnicity, independent of size (2018)

** Preliminary estimates using data from 2020 Annual Owner Compliance reports.

WHO DEVELOPS DOH ALLOCATED LIHTC UNITS?

DOH does not track the race/ethnicity of the development teams that have received LIHTC allocations from the City of Chicago. The obstacles to becoming a LIHTC developer are great and extend beyond the allowances DOH could include in the QAP or its policies. LIHTC investors require levels of experience and liquidity from the development team that prohibits inexperienced and undercapitalized teams. Allocating agencies need to advocate for change, answer the need for liquidity, and foster a process for developers and vendors to gain experience.

The Department of Housing has programs and initiatives designed to increase minority participation and local hiring. These programs and pilots have focused on single family renovation, vacant building preservation, and access to loans and grants. Current programs include the national award-winning Troubled Building Initiatives (TBI) and the Rebuild Program.

In order to succeed in seeing more BIPOC participation in LIHTC development teams, DOH should expand on the capacity building efforts of these single-family programs and identify similar programs and resources for larger development projects. Through requirements for partnership and commitments to resources, DOH can identify opportunities to mentor developers and their teams through building types – from single-family rehab through multifamily renovation to LIHTC new construction.

■ National QAP Observations

The QAP is a powerful tool that states, U.S. Territories, and a few select cities² can use to shape the affordable housing market and advance the goals of racial equity. Across the country, many states are shaping their QAPs to help place low-and moderate-income families in areas that allow for adults to age in place³ and increase the economic self-sufficiency of their residents.

While many states attempt to advance equity and desegregate communities, only three - Massachusetts, Pennsylvania, and North Carolina - highlight race in their QAPs. These states explicitly declare that they are aiming to reduce racial segregation and acknowledge that access to living in high opportunity areas is racialized. Most other QAPs instead use proxies for racial representation. The majority of states that attempt to advance integrated communities, for instance frame the discussion around high opportunity zones.⁴ California has been successful in dispersing LIHTC properties in high opportunity areas, but they have yet to achieve projects in communities that are racially integrated with white residents.⁵

The State of Ohio has prioritized having multiple income levels (between 20% AMI to 60% AMI) in a LIHTC project and identifies residents at 60% AMI as workforce families, residents between 59% and 30% AMI as minimum wage families, and those below 20% AMI as residents living off Social Security income.⁶ Ohio also prioritizes projects including public housing project-based vouchers to provide additional subsidies for residents at lower AMI levels and offers \$75,000 in developer fee supplements for projects that serve lower AMI levels.⁷ Both Ohio⁸ and Indiana⁹ set aside tax credits for projects with strong community revitalization plans in designated areas.

² https://lihtc.huduser.gov/agency_list.htm https://lihtc.huduser.gov/agency_list.htm

³ https://www.housingonline.com/councils/national-council-housing-market-analysts/resources/discussion-papers-evolving-issues/affordable-assisted-living-new-frontiers-aging-place/#_Toc446330285

⁴ https://mf.freddiemac.com/docs/Affordable_Housing_in_High_Opportunity_Areas.pdf

⁵ <https://case.edu/socialwork/nimc/sites/case.edu.nimc/files/2019-08/Grady%20Boos%20Qualified%20Allocation%20Plans.pdf>

⁶ <https://kirwaninstitute.osu.edu/research/implementing-fair-housing-and-equity-assessment-advancing-opportunity-through-low-income-housing-tax-credit>

⁷ Implementing the Fair Housing and Equity Assessment: Advancing Opportunity Through the Low-Income Housing Tax Credit, Kirwan Institute

⁸ Implementing the Fair Housing and Equity Assessment: Advancing Opportunity Through the Low-Income Housing Tax Credit, Kirwan Institute

⁹ <https://prrac.org/building-opportunity-ii-a-fair-housing-assessment-of-state-low-income-housing-tax-credit-plans/>

Alabama, Ohio, North Carolina, and South Dakota allocate negative points to applications that place projects near environmental and health and safety hazards, while California, Arizona, and Michigan all provide additional preference points to projects which are located near transit.¹⁰

Additional trends that may impact the QAP process are the efforts of San Francisco and New York which use it to strengthen their overall affordable housing plans. San Francisco centralized and simplified all affordable home applications which allows residents to customize their search to find homes that meet their needs. The application system is also built on an inclusive digital platform which is accessible for people with disabilities.¹¹

New York City recently announced its commitment to strengthening racial equity in its affordable housing environment by requiring any affordable home developments on public land to have 25% ownership stake from a minority or woman-owned business or a nonprofit organization.¹² These efforts include but do not solely apply to the QAP.

Section 5: Racial Equity Impact Assessment (REIA) Overview

An REIA is an examination of how different racial and ethnic groups will likely be affected by a proposed action or decision. DOH hosted a series of workshops focused on determining the benefits and burdens of the QAP in its current form. This section outlines the REIA process that was used to help determine recommendations for future iterations of the QAP.

WHAT IS AN REIA?

An REIA is a process through which a set of questions is posed to stakeholders to investigate the benefits and burdens of a policy or practice. The REIA can be a vital tool for identifying new options to remedy long-standing inequities. Below are questions DOH considered throughout the QAP REIA process:

What is the proposal? What is the intention? In this case, what was proposed was a revision of the QAP using a racial equity lens to determine inequities in the plan, its processes, and results.

What does the data show? A variety of data was considered to better understand components of the low-income housing tax credit landscape such as demographics, location, allocation, and developer selection.

How was the community engaged? What was learned from the community? Community engagement is extremely important in any process where policy changes are considered. In this REIA process, DOH connected with various stakeholders such as residents, developers, housing advocates, and funders to learn from multiple perspectives.

Who will benefit and who will be burdened? What are the ways to make this plan more racially equitable? This process helped determine gaps in equity by identifying those who benefit and those burdened by the current QAP and its processes.

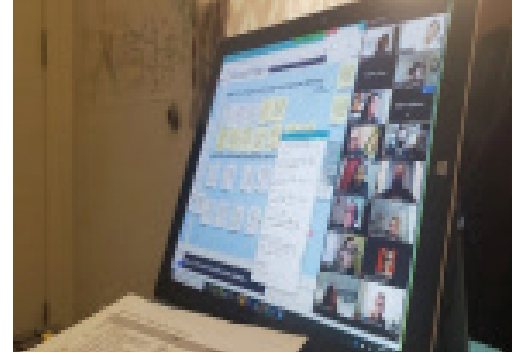
What is the plan for implementation? Recommendations stemming from this assessment will be used to help change policies and increase racial equity.

¹⁰ <https://prrac.org/building-opportunity-ii-a-fair-housing-assessment-of-state-low-income-housing-tax-credit-plans/>

¹¹ <https://medium.com/exygy/reimagining-the-affordable-housing-process-in-san-francisco-98808bee851>

¹² <https://www1.nyc.gov/site/hpd/news/050-20/mayor-de-blasio-taskforce-racial-equity-inclusion-new-requirement-give#/0>

How is progress tracked? Tracking and monitoring the development of policies after the assessment is very important so changes are documented and addressed. Moreover, accountability is key when new policies are developed.



RACE AND EQUITY

At the beginning of each REIA workshop, conversations began by breaking down the words Race and Equity. ‘Race’ is a term that refers to any one of the groups that humans are often divided into based on physical traits regarded as common among people of shared ancestry.¹³ Race is a socially designed concept; race is not real. However, it is perceived as real. Through lived experiences in the United States and beyond, individuals feel the perception of race through racism and the racist structures that persist in society. The definition of equity is the state, quality or ideal of being just, impartial, and fair. The concept of equity is synonymous with fairness and justice.¹⁴ Equity involves trying to understand and give people what they need to enjoy full, healthy lives.¹⁵ Equity and equality are not synonymous, since equality means everyone gets the same allotment while equity means everyone gets what they need.

Equity is just and fair inclusion into a society in which all, including all racial and ethnic groups, can participate, prosper, and reach their full potential.¹⁶ Equity gives all people a just and fair shot in life despite historic patterns of racial and economic exclusion. During the workshops, participants were encouraged to think about how race and equity impact the world. To conduct racially equitable work, organizations must acknowledge history, shift power, and embrace accountability by considering the following questions:

- How has systemic and structural racism shaped historical and current events?
- How can power be shifted to groups that have been historically marginalized or harmed?
- How can storytelling, demographic data, and other opportunities be used to embrace accountability to outcomes?

DEFINING RACIAL EQUITY

The City of Chicago’s working definition of racial equity is a future state where race is no longer a predictor of outcomes:

- Racial equity as a PRODUCT: Race no longer determines one’s socioeconomic outcomes; everyone has what they need to thrive, no matter who they are or where they live.
- Racial equity as a PROCESS: Those most impacted by racial inequity are centered and meaningfully involved in the planning and design of policies and practices that impact their lives.

¹³ Merriam-Webster Dictionary

¹⁴ <https://www.merriam-webster.com/dictionary/equity>

¹⁵ The Anne Casey Foundation: <https://www.aecf.org/blog/racial-justice-definitions/#:~:text=Equity%20involves%20trying%20to%20understand,to%20enjoy%20full%2C%20healthy%20lives>

¹⁶ Policy link <https://www.policylink.org/about-us/equity-manifesto>



Four Levels of Racism

There are four levels of racism.¹⁷ The matrix to the right provides a sense of how each type of racism is derived. On the left side of the matrix are singular and interaction-based type racisms, and at the top are individual and structural types. At the intersection of singular and individual racism exists internalized racism which describes what individuals may believe or the stereotypes to which they subscribe. When interaction-based and individual types are combined, interpersonal racism results in bigotry between individuals. Singular intersected with structural racism results in institutional racism, which is bias within an organization, agency, school. Crossing interaction-based racism with structural produces systemic racism or collective across institutions, history, and geographies.

	Individual	Structural
Singular	Internalized Beliefs within individuals, stereotypes	Institutional Bias within an agency, school, etc.
Interaction-based	Interpersonal Bigotry between individuals, racial anxiety	Systemic Cumulative among institutions, historical, geographical

For the purposes of the DOH workshops, institutional and systemic racism were the primary focus. These two racism types are embedded in laws and policies that are upheld passively and/or intentionally. An REIA can be both a proactive and or reactive strategy addressing harm flowing from laws and policies.

ENGAGEMENT WORKSHOPS

DOH conducted a series of six virtual workshops between September and October of 2020. Over 130 residents, developers, housing advocates, funders, and policy makers registered for the workshops. Due to COVID-19, engagement was restricted to online. Video presentations were developed to assist participants become familiar with racial equity concepts¹⁸ and the QAP¹⁹ prior to attending the workshops. During the workshops, the online platform Miro was used to provide visual notetaking throughout the process. Participants were led through a series of questions to walk through the current QAP and its awarding process through an equity lens, assess the benefits and the burdens, and brainstorm alternative strategies.

AFFORDABLE HOUSING RACIAL EQUITY IMPACT ASSESSMENT
Do you work in support of housing developments that are funded by LIHTC (low-income housing tax credits)?
Join this workshop!

The Chicago Department of Housing in partnership with Enterprise Community Partners and Chicago United for Equity is conducting a first ever Racial Equity Impact Assessment (REIA) on the Qualified Allocation Plan (QAP) process through which developers receive LIHTC funding for developing low-income housing in Chicago.

Frequently Asked Questions

What is REIA?
REIA is a tool to help us understand the benefits and burdens of a policy or program on different groups of people. It is a process that allows us to identify areas of concern and develop strategies to address them.

What is the goal?
The goal of REIA is to ensure that the QAP is a tool for creating a more equitable housing system for all Chicagoans.

Who should attend?
REIA is a tool for all who are involved in the development of housing, including developers, funders, and advocates.

When will the REIA be conducted?
The REIA will be conducted in a series of workshops from September to October 2020.

How can I get involved?
You can get involved by attending the workshops, providing input, and participating in the REIA process.

Workshop Dates

Housing Advocates
Thursday, September 24
Time: 11am - 12pm

Funders
Tuesday, September 29
Time: 2pm - 4pm

Developers
Wednesday, September 30
Time: 2pm - 4pm

Register: <https://tinyurl.com/QAPREIA>

For more information or to register, call 312-744-4700

CHICAGO Enterprise CUE

Housing Advocates (9/24 @ 11am)

The image shows a Miro workspace with several sticky notes and diagrams. The notes are organized into columns and rows, discussing topics like 'REIA process', 'QAP process', and 'equity lens'. There are also some flowcharts and lists of questions or points.

¹⁷ Four Levels of Racism framework developed by Race Forward, formerly Center for Social Inclusion

¹⁸ <https://youtu.be/MZAACQ5t90A> <https://youtu.be/MZAACQ5t90A>

¹⁹ <https://youtu.be/6ro32gG7hC0> <https://youtu.be/6ro32gG7hC0>

Additional Outreach

During the initial online REIA workshops, residents of LIHTC units were underrepresented. Recognizing that virtual sessions were not attracting residents in the way that onsite meetings would, DOH coordinated socially distanced on-site, pop-up sessions with the five different LIHTC developments below:

- The Continental Plaza; Auburn Gresham
- The Leland; Uptown
- Harvest Commons; Lawndale
- The Howard Apartments; Rogers Park
- Villa Guadalupe; South Chicago



Over 40 residents participated in the on-site resident engagement sessions.

Section 6: The Stories Behind the Results:

Meet our fictional developers, property manager, and residents.

Input from the six online REIA sessions and five on-site resident engagements was collected and grouped thematically. To ensure accessibility of the results to a diverse audience, as per the equity goals of this assessment, the issues are presented through eight narratives and six fictional characters that demonstrate the intersectionality of the many ways that the LIHTC program can reproduce racial inequities for both developers and residents. The eight narratives introduced below highlight specific issues based on the REIA and research, including who benefits and who is burdened by these issues and a series of recommendations to remedy them, divided by the time frame for inclusion, and whether the recommendation can be directly incorporated into the QAP or is a complementary action to the QAP.²⁰



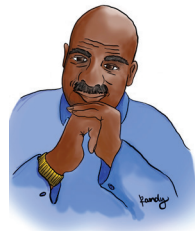
Joe



Toni



Brandon



Randy



Isobel



Luis

²⁰ Recommendations to be incorporated into the QAP are indicated with “(QAP)” after the recommendation; all others are marked “(non-QAP)”

Joe has more than 20 years of development experience. He is responsible for a multibillion-dollar portfolio of residential, mixed-use, and adaptive re-use properties. Joe's company has been awarded LIHTC for the past 15 years.

Toni is the property manager for one of Joe's LIHTC properties in a majority Spanish-speaking neighborhood and does not speak Spanish.

Brandon has five years of development experience and four years of finance experience. He has an active pipeline of almost \$1 million dollars with 40 units.

Randy is Brandon's dad. He has lived in a LIHTC property with his wife for over a decade in a predominantly Black neighborhood.

Isobel lives with her three sons and her elderly mother. She was recently evicted from her last apartment because she couldn't afford to keep up with rising rents. She began working a second job to increase her income. She is looking for a LIHTC property that is wheel-chair accessible for her mother and has child-care options for her children.

Luis is Isobel's brother. He has lived in a LIHTC property for five years in a majority Latinx neighborhood. He is a veteran and has post-traumatic stress disorder (PTSD) and a drug addiction.

ISSUE 1: ENSURING BLACK, INDIGENOUS, PEOPLE OF COLOR (BIPOC) DEVELOPERS/SERVICE PROVIDERS BENEFIT FROM LIHTC



With a team of over 50 development and professional service experts, Joe's company has been awarded LIHTC allocations for the past 15 years. He hopes for another year of advancing his vision for affordable housing through the LIHTC program.



Brandon hopes to receive his first LIHTC allocation in 2021, after previous unsuccessful applications. He is reviewing how the underwriting requirements favor prior experience. He wants to see if his finance experience can be considered 'prior experience' so that he can be a competitive applicant with five years of development experience.

To be a more competitive applicant, Brandon decides to partner with Joe in a joint venture. Brandon is concerned about how the partnership benefits Joe because of the fee split, but he is excited about the opportunity, as he hopes it will provide him with the knowledge and experience to one day be the lead LIHTC applicant and grow his company. The investors for Joe's company are interested in equitable development. Joe hopes his partnership with a Black developer like Brandon will be a first step. Joe also negotiated a fee split with the investors that will mitigate the risk of working with a less experienced developer with a smaller balance sheet.

Who is benefiting and who is being burdened?

- ▶ LIHTC has historically benefitted large developers who are predominantly white-led and professional service teams that have a long track record of winning tax credits.
- ▶ Underwriting standards requiring prior experience, financial capacity, back office support and other criteria benefit large developers who are predominantly white-led, and create barriers to entry for smaller, newer developers of color.
- ▶ Small, BIPOC-owned, newer developer and professional service teams are disproportionately burdened and are unable to compete for tax credits.
- ▶ LIHTC and underwriting standards reinforce disparities in economic outcomes and opportunities between racial/ethnic groups.

■ Recommendations

To ensure that developers of color like Brandon benefit from the LIHTC program and contribute to wealth building in BIPOC communities while reducing the racial wealth gap, the following strategies are recommended:

By 2021,

- Ask for demographics of leadership and staff of the applicant team in the LIHTC application **(QAP)**
- Encourage applications from and/or partnerships with BIPOC developers and service providers with demonstrated commitment to advancing racial equity²¹ **(QAP)**
- Incentivize BIPOC-led developers and professional service teams, including a method to consider demographics of nonprofits and BIPOC led companies that cannot certify for MBE/WBE status **(QAP)**
- Review and strengthen accountability and penalty structure for implementation and enforcement of MBE/WBE requirements, City Residence Hiring Ordinance and other local laws that aim to increase participation of BIPOC firms and employment of BIPOC residents **(non-QAP)**

By 2023,

- Set standards for joint ventures/partnerships to ensure that small, BIPOC-led firms benefit **(QAP)**
- In coordination with financial institutions, reduce experience and capital barriers to investment **(non-QAP)**
 - Create/align funds for smaller minority owned/new developers and professional services teams (e.g., contractors) to compete (e.g., credit enhancements, guarantees) **(non-QAP)**
 - Create training/support/technical assistance programs for first time applicants (e.g., NAHAS-DA²² funding tied to third party consultant support to tribal council developers through entire life cycle and NYC course for BIPOC developers) **(non-QAP)**
- Establish pathways for the growth of BIPOC-led firms **(non-QAP)**
- Coordinate with DPS and DPD to identify “market study” firms that understand local issues, neighborhood & context **(non-QAP)**

ISSUE 2: CREATING PRODUCTION TARGETS FOR SPECIFIC SUBPOPULATIONS BASED ON NEEDS



Brandon is researching and planning for his next development project. He is looking to target populations in Chicago that have the greatest need. He finds that Joe and a few other developers have received LIHTC allocations for senior housing in Black neighborhoods including the building that his dad Randy has lived in for the past 15 years. He wants to make sure he is planning a development that responds to needs and is struggling to find information about the types of populations DOH is prioritizing in the QAP.



²¹ See “Minimum developer and owner capacity” (p. 38) in San Francisco’s RFQ: <https://sfmohcd.org/sites/default/files/Multisite%20Request%20for%20Qualifications.pdf>

²² <http://naihc.net/technical-assistance/>

■ Who is benefiting and who is being burdened?

- ▶ Existing data collection systems currently used for compliance are challenging to aggregate for public reporting purposes.
- ▶ Given the overall deficit of affordable housing across the city, there are insufficient units for sub-populations (e.g., large families, seniors, disabled, extremely low-income (ELI) households, homeless, formerly homeless or at risk of homelessness, etc.); It is unclear if resources/units are going to groups with the greatest need.
- ▶ There is a lack of publicly available data/transparency and clear prioritization which makes it difficult to evaluate the racial equity impact of the program.

■ Recommendations

To ensure that LIHTC developments are serving residents who are in most need like Randy, the following strategies are recommended:

Starting in 2021,

- Collect, clean and analyze information about existing DOH LIHTC portfolio and who is served (age, race, income, disability, family size, housing cost burden, etc.) and targeting of developments (e.g., senior-serving, unit sizes, etc.) **(non-QAP)**
- Analyze/understand needs and scale of target populations (e.g., housing burden by sub-population, # of existing targeted units, etc.) using a racial equity lens (who is most impacted) **(non-QAP)**

By 2023,

- Based on a housing needs analysis, create numerical/proportional targets by sub-population so that applicants understand DOH priorities **(QAP)**
- Make departmental funding priorities as clear and transparent as possible **(QAP)**
- Establish data reporting expectations and templates for all LIHTC deals **(QAP)**
- Invest in data collection and data governance infrastructure **(non-QAP)**

ISSUE 3: IMPROVING ACCESS TO UNITS FOR MARGINALIZED GROUPS



Isobel called Toni about applying to live in her building and asked her questions in Spanish. Toni responded saying that she does not speak Spanish but recommended that Isobel visit her property in-person and she could give her a flyer about her building in Spanish. Toni later learned that Isobel has a prior eviction. Toni receives many calls from people like Isobel who may have an eviction on their record, and/or low credit scores, no Social Security number, or arrest/conviction histories interested in living in the building that she manages. She often refers applicants like Isobel to other properties because her property's application process screens out applicants with low/no credit scores and have histories of arrests/convictions or evictions.

■ Who is benefiting and who is being burdened?

- ▶ Strict eligibility criteria for tenants prohibits access for marginalized groups (e.g., minimum credit scores, arrest/conviction record, social security numbers, evictions, etc.) and disproportionately impacts BIPOC residents, prohibiting them from accessing this scarce resource.
- ▶ Rigid screening can turn away applicants with a no-fault eviction, with low credit score but alternative means of proving responsible tenancy, and proof of rehabilitation after incarceration.
- ▶ Many eligible groups may not be aware of affordable housing opportunities.

■ Recommendations

To ensure that Chicago residents like Isobel aren't automatically screened out, and are able to access affordable housing opportunities, implementation of the following strategies are recommended:

By 2021,

- Require submission and review of tenant selection plans in application,²³ provide guidance and model language to ensure tenants with arrest/conviction records, low/no credit score and eviction history are not automatically rejected; Establish evaluation criteria and require individualized assessments of applicants **(QAP)**
- Review affirmative marketing standards and update requirements **(QAP)**²⁴
- Evaluate funding formula for rental subsidies and ensure that a fair number of units, if not all, are open to undocumented immigrants or mixed immigrant households **(non-QAP)**

By 2023,

- Provide and require developer applicants to take training on best practices of tenant screening and how to comply with the Cook County Just Housing amendment and other fair housing laws **(non-QAP)**
- Create and ensure tenant applicants are aware of appeal processes when they suspect they were screened out unfairly **(QAP & non-QAP)**
- Develop guidance and require submission of affirmative fair housing marketing plan to ensure owner outreach to applicants least likely to apply **(QAP & non-QAP)**²⁵

ISSUE 4: COORDINATING HOUSING WITH OTHER NEIGHBORHOOD AMENITIES



Joe tried to build his LIHTC-allocated property near his luxury condo development in a majority white and affluent neighborhood but faced opposition from the residents of the neighborhood. Brandon wants to build his LIHTC property in the neighborhood that his dad lives in but wants to see more resources and amenities in the neighborhood before locating his development there. When he reached out to the local elected official about increasing investment in amenities, the official encouraged Brandon to pursue a mixed income development because there is a high concentration of existing LIHTC properties and the higher income residents could attract more investment to the neighborhood.



Brandon decided to prepare a presentation for his elected officials about why they should invest in more amenities near LIHTC properties and so he reached out to his dad, Randy, for more information about his experiences living in LIHTC properties in the neighborhood. Randy has lived in his building for over a decade. Randy wants more neighborhood amenities like health clinics, transportation, and grocery stores.



²³ 12 HFAs already have this in their QAPs.

²⁴ <https://www.prrac.org/pdf/affirmativemarketing.pdf>

²⁵ <https://www.ctfairhousing.org/wp-content/uploads/CFHC-AffirmFurthGuideProviders.pdf>; Also see Appendix M in Massachusetts QAP: <https://www.mass.gov/doc/2020-2021-qap-low-income-housing-tax-credit-qualified-allocation-plan-qap/download>

■ Who is benefiting and who is being burdened?

- ▶ There is a historic concentration of LIHTC housing units in disinvested areas, which limits options of where to live affordably for low-income Chicagoans who are majority people of color. In part this is due to high numbers of residents needing affordable housing in these areas, which is in turn due to a century of racism, blockbusting, redlining and disinvestment since the start of the Great Migration in 1916. It is also due to present-day challenges in locating affordable housing in affluent and/or majority white communities due to zoning laws, aldermanic prerogative and local resistance.
- ▶ Many LIHTC units are located in neighborhoods with few resources (e.g., jobs, parks, high performing schools, groceries, transit, social services, etc.), and while many experience deep and meaningful community ties and informal economies in these spaces, others wish for different options as they seek improved health, wealth and educational outcomes.²⁶
- ▶ LIHTC residents are concerned about the loss of community-serving and affordable resources/goods/services in transitioning/gentrifying areas.

■ Recommendations

To ensure that Chicago residents like Randy are able to live in neighborhoods of their choice with access to the building blocks to thrive (e.g., health promoting resources like jobs, healthcare, parks, transit) and developers like Joe and Brandon can develop in neighborhoods like these, the following strategies are recommended:

By 2021,

- Adjust expectations to acknowledge that awards in “opportunity,” highly resourced, amenity-rich areas may have higher costs (e.g., land acquisition, parking requirements, etc.) **(QAP)**
- In coordination with the eTOD policy plan, incentivize developments in accessible transit hubs **(QAP)**

By 2023,

- In transitioning areas, prioritize developers that have a plan to incorporate arts/local culture/services of targeted residents in developments **(QAP)**
- Incorporate siting priorities of developments near community resources **(QAP)**
- Reduce zoning barriers including aldermanic ability to veto a zoning change for affordable housing without a fact-based reason **(non-QAP)**
- Prioritize City-owned land in highly resourced areas for affordable housing **(non-QAP)**

26 Note from Commissioner Novara: In this assessment we seek not to reinforce narratives of stigmatized versus idealized communities. Racially-concentrated Black communities have for too long been portrayed as having deficits (of wealth and “opportunity”) away from which one should want to move, while areas of concentrated white wealth are portrayed in terms of abundance and unquestioned positives into which one should want to move. Our goal instead is a nuanced, respectful take on experiences across neighborhood types, not as a simplified good or bad but as a thoughtful set of positives and negatives to be honestly assessed, understood and solved for. While there is a dearth of research on the negative impacts of segregated white wealth, our view is that the negatives of segregation accrue across race and income, not only in low-income communities of color.

ISSUE 5: IMPROVING COMMUNITY ENGAGEMENT, MANAGEMENT STANDARDS AND ENFORCEMENT IN PROPERTIES



Randy shared with his son, Brandon, that the previous property owner of his building used to host an annual health fair that he and his neighbors really enjoyed. After a new property management company took over the building last year, they stopped hosting the fair. He has made multiple requests about the health fair and requests for maintenance improvements, but the requests have all been ignored. The programming of the new property management does not reflect the needs and interests of Randy and his neighbors and suffer from low attendance.

■ Who is benefiting and who is being burdened?

- ▶ There is often a lack of meaningful community engagement/input in the 1) development of QAP/LIHTC priorities, 2) specific development applications, and 3) ongoing operations and maintenance of properties.
- ▶ Residents are burdened when building design, location, programming does not address the needs of community.
- ▶ There are maintenance and management issues in existing properties (deferred maintenance, unresolved complaints, etc.) that contribute to poor health outcomes for low income residents.
- ▶ Many residents feel disrespected and talked down to/not taken seriously by housing staff.

■ Recommendations

To increase the inclusion, power, and self-determination that LIHTC residents like Randy have over their living environments and improve their health, wealth, and opportunities in life, the following strategies are recommended:

By 2021,

- Review and strengthen accountability mechanisms and penalties for inadequate maintenance and property management:
 - Include cure periods for specific maintenance non-compliance issues like Georgia's QAP²⁷ (e.g., <72hrs for health and safety complaint) **(QAP)**
- Require submission of maintenance reports and resident complaints & resolution reports in Annual Owner Certification (AOC) **(QAP)**
- Require submission of property maintenance and management plans²⁸ in Stage II of application process for review as well as to check against annual compliance **(non-QAP)**
- Increase communication and coordination with DOB around complaints and asset management transactions in DOH portfolio **(non-QAP)**
- Develop and require distribution of brochures so that tenants know who to contact at the City with building complaints **(non-QAP)**

²⁷ https://www.dca.ga.gov/sites/default/files/2021qap_boardapproved.pdf, p.31

²⁸ <https://www.greencommunitiesonline.org/operations-maintenance-resident-engagement>

By 2023,

- Review and update community engagement requirements in the QAP to ensure meaningful resident engagement in the development application **(QAP)**²⁹
- Ensure meaningful tenant engagement in QAP updates (e.g., create city-wide LIHTC resident steering committee) **(QAP)**
- Require standards for property management companies (including licensing, etc.) **(QAP)**
- Require and provide guidelines for inclusivity and accountability in ongoing operations/maintenance and ensure feedback loops/accountability throughout the entire lifecycle of a development (e.g., Local School Council, tenant councils/resident boards in public housing, etc.) and outlined in resident engagement plans submitted in application **(QAP & non-QAP)**
- Work with partners (e.g., CAFHA and All Chicago) to develop and require housing staff to take training in anti racism, cultural competency (including sexual orientation and gender identity), serving residents with disabilities, mental health first aid, and trauma-centered service trainings **(QAP & non-QAP)**
- Develop semi-annual property scorecard using existing data (DOB, AOC) on property quality, complaints, etc.; provide to owners and give several weeks to resolve prior to making public **(non-QAP)**
- Increase funding to allow to adequately staff and increase frequency of DOH inspections **(non-QAP)**

ISSUE 6: IMPROVING RESIDENT OUTCOMES AND SUPPORTING HOMEOWNERSHIP AND WEALTH BUILDING OPPORTUNITIES



Isobel is a resident who recently moved into Toni’s building. Because of her new job, she is worried that she may now exceed income requirements for LIHTC units. Although her income has increased, she cannot afford the rent in non-LIHTC properties in her neighborhood. Her goal is to eventually move from a LIHTC property to owning a home so that she can build wealth for her sons.



■ Who is benefiting and who is being burdened?

- ▶ It is unclear if residence in the City’s LIHTC units leads to better outcomes for tenants; an evaluation is needed.
- ▶ Income recertification/restriction inhibits upward mobility/aspiration rather than acting as a launching pad.
- ▶ There are few pathways to homeownership or other wealth building opportunities for residents.

■ Recommendations

To improve outcomes and wealth building opportunities for residents like Isobel, the following strategies are recommended:

²⁹ https://www.dca.ga.gov/sites/default/files/2021qap_boardapproved.pdf; <https://www.tdca.state.tx.us/multifamily/docs/21-QAP-Staff-Draft.pdf>; <https://www.greencommunitiesonline.org/>; <https://www.elevatedchicago.org/Elevated%20Community%20Engagement%20Principles-Digital.pdf>

By 2021,

- Prioritize developments that offer or partner with agencies to provide workforce development/career training programs that help tenants build skills and career pathways **(QAP)**
- Prioritize developments that offer or partner with agencies to provide financial counseling, savings programs, and other resources to build tenant wealth building³⁰ **(QAP)**

By 2023,

- For single family and townhome developments, allow homeownership opportunities as credits expire (e.g., renters to be given buy-in options and first right of refusal to purchase units, see Missouri QAP³¹) **(QAP)**
- Explore options for multi-family, including cooperative and condominium ownership structures **(QAP)**
- Develop and implement survey to track outcomes of tenants as means to understand impact and modify LIHTC program **(non-QAP)**
- Align work of City Delegate and Sister Agencies³² to offer homeownership support (e.g., housing/home buying counseling, savings programs, credit repair, and assistance for down-payments, etc.) for LIHTC tenants **(non-QAP)**

ISSUE 7: CREATING MORE ACCESSIBLE AND FAMILY-FRIENDLY HOMES AND MAKING APPLICATIONS MORE USER-FRIENDLY



Isobel is looking for a unit that is wheel-chair accessible for her mother and offers onsite child-care but most of the older units that she can afford are not accessible and do not have childcare amenities. Isobel is worried that she will not complete the application on time because she cannot find any assistance in completing it and is confused by the process and application as it is only available in English, which is not her first language.

■ Who is benefiting and who is being burdened?

- ▶ Many existing/older units are inaccessible for disabled populations; retrofits are often insufficient to meet the accessibility needs of residents.
- ▶ Insufficient accessible subsidized housing burdens the disabled population, which is disproportionately BIPOC, by further limiting their affordable housing options.³³
- ▶ There are insufficient supports and amenities (e.g., childcare) in LIHTC units and disinvested neighborhoods negatively affect parents and children alike.
- ▶ Application challenges keep potentially eligible tenants out. Residents need to know where/how/when to apply for units, which can differ across developments and burdens low income residents that aren't able to apply for and/or access units.

³⁰ <https://www.tucsonaz.gov/hcd/family-self-sufficiency-program>

³¹ e.g., CHA's Choose to Own and IHDA's homeownership programs

³² <https://www.novoco.com/sites/default/files/atoms/files/missouri-lihtc-qap-2020-final.pdf>

³³ [Not Welcome: The Uneven Geographies of Housing Choice](#)

■ Recommendations

To ensure that residents with disabilities and language needs like Isobel's mother can live and stay in LIHTC units that accommodate their needs, the following strategies are recommended:

By 2021,

- Incentivize developments that exceed Federal and locally mandated requirements for accessibility **(QAP)**
- Require that developers provide information in Spanish and English **(QAP)**
- Collect, clean and analyze information about existing DOH LIHTC portfolio and who is served (age, race, income, ability, family size, housing cost burden, etc.) and targeting of developments (e.g., senior-serving, unit sizes, etc.) **(non-QAP)**

By 2023,

- Prioritize new credits to developers that have a track record of successfully serving residents with disabilities **(QAP)**
- Require that developers provide information in the City's top five languages as needed: Spanish, Polish, Arabic, Tagalog, and Chinese simplified **(QAP)**
- Identify funding source to increase modification funds available and targeted to existing LIHTC units **(non-QAP)**

Secondly, to ensure that families like Isobel's can access affordable units in supportive environments, the following strategies are also recommended:

By 2021,

- Increase the proportion of family-sized units in the LIHTC portfolio and adjust total development cost to account for number of bedrooms so as not to disadvantage larger units **(QAP)**
- Prioritize developments that offer family supports (e.g., on-site childcare,³⁴ after school opportunities, access to WIFI/computers, resource connectors, food program, etc.) **(QAP)**

Lastly, to ensure that residents like Isobel are made aware of affordable housing opportunities with easy to navigate application processes, the following strategies are recommended:

By 2023,

- Centralize application and waitlist for all affordable housing developments³⁵ and improve information available on DOH website **(non-QAP)**

³⁴ <https://33rdward.org/category/zoning-development/>

³⁵ <https://housing.sfgov.org>

ISSUE 8: ENSURING LIHTC DEVELOPMENTS ADDRESS MENTAL HEALTH NEEDS OF RESIDENTS



Isobel’s brother, Luis, lives in a LIHTC property. Crime in the neighborhood has affected Luis’ PTSD and drug addiction. Isobel encouraged Luis to move to a LIHTC property with resources for mental health. However, he enjoys being close to his friends and feels a sense of belonging in his neighborhood unlike neighborhoods with fewer Latinx residents but more mental health resources.

Who is benefiting and who is being burdened?

- Some LIHTC residents feel unsafe in their buildings and/or neighborhoods due to the threat of physical violence and harm as well as significant mental health stressors that can negatively affect their health, well-being, and behaviors. Few LIHTC developments offer supportive services/resources for mental health/addiction, etc.

Recommendations

To ensure that residents like Isobel and her brother Luis feel safe in their home and neighborhoods, the following strategies are recommended:

- Develop standards and guidance to require developers to submit health and safety plans in applications that include safety and security measures (lighting/ anti-theft measures/ gates/ anti-violence programming/ de-escalation training for staff) **(QAP & non-QAP)**
- Increase accountability with developer response to security complaints by submitting tenant complaint and response reports in AOC **(non-QAP)**
- Explore audit practice of complaints at time of tenant file reviews at properties **(non-QAP)**
- Create funding sources for safety measures and coordination with streets & sanitation/CDOT/aldermanic menu money and other City programs and resources around neighborhood safety **(non-QAP)**

Additionally, to ensure that residents like Luis have access to services that support them to achieve better health and stability, the following strategies are recommended.

By 2021,

- Incentivize development of more supportive housing units with onsite social workers **(QAP)**
- Where appropriate, encourage more community spaces, on-site services, health, and wellness spaces **(QAP)**

By 2023,

- Require programming and service plans in application (e.g., mental health activities, coordination with parks district, etc.) **(QAP)**
- Incentivize use of “trauma informed” design and programming **(QAP)**
- Incentivize siting near/require coordination with social service providers **(QAP)**
- Coordinate and prioritize other housing funding to go to supportive services for City-funded developments **(non-QAP)**

Section 7: Next Steps

This report will be available for public comment for a period of 30 days starting on the date of publication. DOH staff will review the comments received and craft an updated, final document. The draft 2021 QAP *Application will be released for public review in conjunction with this report. The final QAP application will be released later in the spring for interested applicants.

Glossary

AMI	Area Median Income
AOC	Annual Owners Certification
ARO	Affordable Requirements Ordinance
BIPOC	Black, Indigenous, People of Color
CDOT	Chicago Department of Transportation
Community Wealth	(As defined by the Democracy Collaborative): A growing economic development movement that strengthens communities through broader democratic ownership and community control of business and jobs. Strategies focus on building local talents, capacities, and institutions to strengthen and create locally owned, family, and community-owned businesses.
CUE	Chicago United for Equity
DAHLIA	Digital Housing Portal for Low-Income Residents in San Francisco, California
DOB	Department of Buildings
DOH	Department of Housing
DPD	Department of Planning and Development
ELI	Extremely Low Income
ETOD	Equitable Transit Oriented Development
FHA	Federal Housing Administration
HFA	Housing Finance Agencies
IHDA	Illinois Housing Development Authority
IRS	Internal Revenue Service
LIHTC	Low-Income Housing Tax Credits
LSC	Local School Council
MBE/WBE	Minority Business Enterprise/Women's Business Enterprise
NAHASDA	Native American Housing Assistance and Self Determination Act
PTSD	Post-Traumatic Stress Disorder
QAP	Qualified Allocation Plan
QCT	Qualified Census Tract

Appendices

RECOMMENDATIONS MATRIX

Chicago Department of Housing	
Qualified Allocation Plan REIA Recommendations by Issue Area	
Issue 1: Ensuring Black, Indigenous, People of Color (BIPOC) developers/service providers benefit from LIHTC	
The QAP should ensure that small, newer developers of color benefit from the LIHTC program and contribute to wealth building in BIPOC communities while reducing the racial wealth gap. The QAP and allocation process should encourage and prioritize applications from Black, Indigenous People of Color (BIPOC) developers, reduce barriers to investment, support and incentivize BIPOC-owned developers and service teams.	
2021 Goals:	
QAP	Ask for demographics of leadership and staff of the applicant team in the LIHTC application
	Encourage applications from and/or partnerships with BIPOC developers and service providers with demonstrated commitment to advancing racial equity
	Review eligibility criteria of disadvantage BIPOC developers and service providers
	Incentivize BIPOC-led developers and professional service teams - establish mechanism to consider and prioritize demographics of developer and service provider teams, including a method to consider demographics of nonprofits and BIPOC led companies that that cannot certify for MBE/WBE status
Non-QAP	Ask for demographics of leadership and staff of the applicant team in the LIHTC application
	Review and strengthen accountability for the implementation and enforcement of MBE/WBE requirements, City Residence Hiring Ordinance and other local laws that aim to increase participation of BIPOC firms and employment of BIPOC resident
2023 Goals:	
QAP	Set standards for joint ventures/partnerships to ensure that small, BIPOC-led firms benefit and there are established pathways towards growth
Non-QAP	In coordination with financial institutions, reduce experience and capital barriers to investment
	Create/align funds for BIPOC-owned/new developers and professional services teams (e.g., contractors) to compete (e.g., credit enhancements, guarantees)
	Create training/support/technical assistance programs for first time applicants (e.g., NAHASDA funding tied to third party consultant support to tribal council developers through entire life-cycle and NYC course for BIPOC developers)
	Establish pathways for the growth of BIPOC-led firms
	In coordination with DPD and DPS, grow list of pre-approved "market study" firms - ensure they understand neighborhood and development context
Issue 2: Creating production targets for specific subpopulations based on needs	
The QAP should ensure that LIHTC developments are serving residents most in need and address the overall deficits in affordable housing and the insufficiencies in units for sub populations. The QAP should collect information about the existing DOH LIHTC portfolio and who is served, establishing data reporting expectations and templates for all deals moving forward. The QAP should make departmental funding priorities clear and transparent.	
2021 Goals:	
Non-QAP	Collect, clean and analyze information about existing DOH LIHTC portfolio and who is served (age, race, income, disability, family size, housing cost burden, etc.) and targeting of developments (e.g., senior-serving, unit sizes, etc.)
	Analyze/understand needs and scale of target populations (e.g., housing burden by sub-population, # of existing targeted units, etc.) using a racial equity lens (who is most impacted)
2023 Goals:	
QAP	Based on a housing needs analysis, create numerical/proportional targets by sub-population so that applicants understand DOH priorities
	Make departmental funding priorities as clear and transparent as possible (e.g., publishing evaluation rubric in QAP)
	Establish data reporting expectations and templates for all LIHTC deals
Non-QAP	Invest in data collection and data governance infrastructure

Issue 3: Improving access to units for marginalized groups
 The QAP should ensure residents are able to access affordable housing opportunities by making sure marginalized residents are not unfairly screened out of the process due to arrest/conviction records, evictions, or low/no credit scores, while making sure tenant applicants are aware of appeal process and unfair screening practices.

2021 Goals:

QAP	Require submission and review of tenant selection plans in application, ensuring tenants with arrest/conviction records, low/no credit score and eviction history are not automatically rejected; reinforce evaluation criteria and require individualized assessments of applicants in accordance with applicable law
	Review affirmative marketing standards and update requirements
Non-QAP	Evaluate funding formula for rental subsidies and ensure that a fair number of units, if not all, are open to undocumented immigrants or mixed immigrant households

2023 Goals:

QAP	Develop guidance and require submission of affirmative fair housing marketing plan to ensure owner outreach to applicants least likely to apply
	Ensure tenant applicants are aware of appeal processes when they suspect they were screened out unfairly
Non-QAP	Provide and require developer applicants to take training on best practices of tenant screening and how to comply with the Cook County Just Housing amendment and other fair housing laws

Issue 4: Coordinating housing with other neighborhood amenities
 The QAP should ensure that residents are able to live in neighborhoods of their choice with access to resources and that developers can develop in high resourced, amenity-rich areas. The QAP should coordinate with strategic initiatives like the City's eTOD Policy Plan to incentivize developments in eTOD zones. The QAP should reinforce initiatives to reduce zoning barriers and prioritize developers that incorporate the arts and local culture of targeted residents.

2021 Goals:

QAP	Adjust expectations to acknowledge that awards in "opportunity," highly resourced, amenity-rich areas may have higher costs (e.g., land acquisition, etc.)
	In coordination with the eTOD policy plan, incentivize developments in accessible transit hubs

2023 Goals:

QAP	In transitioning areas, prioritize developers that have a plan to incorporate arts/local culture/services of targets residents in developments
	Incorporate siting priorities of developments near community resources
Non-QAP	Reduce zoning barriers including aldermanic ability to veto a zoning change for affordable housing without a fact-based reason
	Prioritize City-owned land in highly resources areas for affordable housing

Issue 5: Improving community engagement, management standards, and enforcement in properties	
The QAP and the allocation process should increase the inclusion, power, and self-determination that LIHTC residents have over their living environments and improve their health, wealth, and opportunities in life. The QAP could be leveraged to review and update community engagement standards to ensure meaningful engagement in the process from inception to completion. The QAP and allocation process can require and provide guidelines for inclusivity and accountability throughout the entire lifecycle of a development.	
2021 Goals:	
QAP	Review and strengthen accountability mechanisms and penalties for inadequate maintenance and property management
	Include cure periods for specific maintenance non-compliance issues like Georgia's QAP27 (e.g., <72 hrs for health and safety complaints)
	Require submission of maintenance reports and resident complaints & resolution reports in Annual Owner Certification (AOC)
Non-QAP	Require submission of property maintenance and management plans in Stage II of application process for review as well as to check against annual compliance
	Increase communication and coordination with DOB around complaints and asset management
	Develop and require distribution of brochures so that tenants know who to contact at the City with building complaints
2023 Goals:	
QAP	Ensure a well publicized public comment period and meaningful tenant engagement in QAP updates (e.g., create city-wide LIHTC resident steering committee)
	Review and update community engagement requirements in the QAP to ensure meaningful resident engagement in the development application
	Require and provide guidelines for inclusivity and accountability in ongoing operations/maintenance and ensure feedback loops/accountability throughout the entire lifecycle of a development (e.g., Local School Council, tenant councils/resident boards in public housing, etc.) and outlined in resident engagement plans in application
	Work with partners (e.g., CAFHA and All Chicago) to develop and require housing staff to take training in antiracism, cultural competency (including sexual orientation and gender identity), serving residents with disabilities, mental health first aid, and trauma-centered service trainings
	Require standard for property management companies (including licensing, etc.)
Non-QAP	Increase funding to allow to adequately staff and increase frequency of DOH inspections
Issue 6: Improving resident outcomes and supporting homeownership and wealth building opportunities	
The QAP should improve outcomes and wealth building opportunities in life for residents. The QAP can incentivize applications that offer and fund homeownership support, workforce development programs, and savings programs. LIHTC property managers should track outcomes of tenants to understand the impact of the LIHTC program.	
2021 Goals:	
QAP	Prioritize developments that have dedicated funding or partnerships to provide workforce development/career training programs that help tenants build skills and career pathways
	Prioritize developments that offer or partner with agencies to provide financial counseling savings programs, and other resources to build tenant wealth building
2023 Goals:	
QAP	For single family and townhome developments, allow homeownership opportunities as credits expire (e.g., renters to be given buy-in options and first right of refusal to purchase units, see Missouri QAP)
Non-QAP	Develop and implement survey to track outcomes of tenants as a means to understand impact and modify LIHTC program
	Align work of City Delegate and Sister Agencies to offer homeownership support (e.g., housing/homebuying counseling, savings programs, credit repair, and assistance for down-payments, etc.), for LIHTC tenants

Issue 7: Creating more accessible and family-friendly homes and making applications more user-friendly

The QAP should ensure that residents with disabilities and language needs can live and stay in LIHTC units that accommodate their needs. The QAP should award developments that exceed requirements for accessibility, and provide applications in multiple languages and any needed language service. The QAP should prioritize credits to developers who successfully serve residents with disabilities and identify sources that can increase available modification funding.

2021 Goals:

QAP	Incentivize developments that exceed Federal and locally mandated requirements for accessibility
	Require that developers provide information in Spanish and English
	Increase the proportion of family-sized units in the LIHTC portfolio and adjust total development cost to account for number of bedrooms so as to not disadvantage larger units
	Prioritize developments that offer family supports (e.g., on-site childcare, afterschool opportunities, access to WiFi/computers, resource connects, food program, etc.)

Non-QAP	Collect, clean, and analyze information about existing DOH LIHTC portfolio and who is served (age, race, income, ability, family size, housing cost burden, etc.) and targeting of developments (e.g., senior-serving, unit sizes, etc.)
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2023 Goals:

QAP	Prioritize new credits to developers that have a track record of successfully serving residents with disabilities
	Require that developers provide information in the City's top five languages as needed: Spanish, Polish, Arabic, Tagalog, and Chinese simplified

Non-QAP	Identify sources to increase modification funds available and targeted to existing LIHTC units
	Centralize application and waitlist for all affordable housing developments and approve information available on DOH website

Issue 8: Ensuring LIHTC Projects Address Mental Health Needs of Residents

The QAP should ensure that residents feel safe in their homes and neighborhoods. The world is constantly changing and requires continuous evaluation of mental health needs and the required spaces to accommodate this activity. The QAP should support incentives for more wrap-around services such as health and wellness areas and activities.

2021 Goals:

QAP	Develop standards and guidance to require developers to submit health and safety plans in applications that include safety and security measures (lighting/ anti-theft measures/ gates/ anti-violence programming/ de-escalation training for staff)
	Incentivize development of more supportive housing units with onsite social workers
	Where appropriate, encourage more community spaces, on-site services, health and wellness spaces

Non-QAP	Develop standards and guidance to require developers to submit health and safety plans in applications that include safety and security measures (lighting/ anti-theft measures/ gates/ anti-violence programming/ de-escalation training for staff)
	Increase accountability with developer response to security complaints by submitting tenant complaint and response reports in AOC. Explore audit practice of complaints at time of tenant file reviews at properties.
	Create funding sources for safety measures and coordination with streets & sanitation/CDOT/aldermanic menu money and other City programs and resources around neighborhood safety

2023 Goals:

QAP	Require programming and service plans in application (e.g., mental health activities, coordination with parks district, etc.)
	Incentivize use of "trauma informed" design and programming
	Incentivize siting near/require coordination with social service providers

Non-QAP	Coordinate funding for supportive services in City-funded developments
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WORKSHOP MATERIALS

■ REIA Questionnaire

During the workshops, participants were asked:

- What are we trying to solve through a more equitable QAP? Why?
- How could the outcomes of an updated QAP advance racial equity?
- What can this proposal impact?
- How can communities most impacted partner with DOH to ensure the revised QAP advances racial equity?

Assessing benefits and burdens:

- Who benefits under this current QAP and awarding processes and how?
- Who is burdened by the QAP and awarding processes and how? What are the potential unintended consequences?
- What further data would be needed to confirm or challenge your conclusion?

Considering alternative strategies:

What are strategies for advancing racial equity in the QAP application and awarding processes:

- How can we decrease negative impacts and increase positive impacts?
- How can we meet the goals of the proposal and promote racial equity?

Consider the implementation of alternative strategies:

- What could be some challenges to the brainstormed alternative?
- What can we do to support the brainstormed alternatives? Are there mechanisms to ensure successful implementation?

How can we ensure ongoing data collection, public reporting, stakeholder participation, and public accountability?

- How can we measure the impact?
- How can we share this with the public?
- How can we build more trust between government and community?



MIRO BOARDS

Housing Advocates (9/24 @ 10am)

New frame

Step #1: Review the QAP application and awarding processes.

A Racial Equity Impact Assessment is a tool that is used to evaluate a proposal to determine its benefits and burdens, before making a decision. The tool asks you through the questions you should ask to make sure you are paying attention to the impacts on different racial groups before moving forward.

What are we trying to solve through a more equitable QAP? Why?

How could the outcomes of an updated QAP advance racial equity?

New frame

What can this proposal impact?

Children and youth
Food access & affordability
Planning/development
Community engagement
Government practices
Transportation
Contracting equity
Health
Utilities

Criminal justice
Housing
Workforce equity
Economic development
Human services
Education
Environment
Parks and recreation

Other?
Homeless pop.
Disabled pop.

How can communities most impacted partner with DOH to ensure the revised QAP advances racial equity?

New frame

Step #2: Look at the benefits and the burdens.

Assessing benefits. At first look, who benefits under this the current QAP and awarding process and how?

Assessing burdens. At first look, who is burdened by the QAP application and awarding processes and how? What are potential unintended consequences?

More Notes

2

New frame

Step #3: Brainstorm alternative strategies.

What are the strategies for advancing racial equity in the QAP application and awarding processes?

How can we ensure ongoing data collection, public reporting, stakeholder participation and public accountability?

More Notes

3

Developers (9/30 @ 2pm)

Step #1: Review the QAP application and awarding processes.

A Racial Equity Impact Assessment is a tool that is used to evaluate a proposal to determine its benefits and burdens, before making a decision. The tool asks you through the questions you should ask to make sure you are paying attention to the impacts on different racial groups before moving forward.

What are we trying to solve through a more equitable QAP? Why?

How could the outcomes of an updated QAP advance racial equity?

New frame

What can this proposal impact?

Children and youth
Food access & affordability
Planning/development
Community engagement
Government practices
Transportation
Contracting equity
Health
Utilities

Criminal justice
Housing
Workforce equity
Economic development
Human services
Education
Environment
Parks and recreation

Other?
Homeless pop.
Disabled pop.

How can communities most impacted partner with DOH to ensure the revised QAP advances racial equity?

New frame

Step #2: Look at the benefits and the burdens.

Assessing benefits. At first look, who benefits under this the current QAP and awarding process and how?

Assessing burdens. At first look, who is burdened by the QAP application and awarding processes and how? What are potential unintended consequences?

More Notes

2

New frame

Step #3: Brainstorm alternative strategies.

What are the strategies for advancing racial equity in the QAP application and awarding processes?

How can we ensure ongoing data collection, public reporting, stakeholder participation and public accountability?

More Notes

3



Racial Equity Impact Assessment (REIA)

Funders/syndicators (9/29 @ 2pm)

Step #1: Review the QAP application and awarding processes.

What are we trying to solve through a more equitable QAP? Why?

How could the outcomes of an updated QAP advance racial equity?

What can this proposal impact?

How can communities most impacted partner with DOH to ensure the revised QAP advances racial equity?

Assessing benefits.

Assessing burdens.

Step #2: Look at the benefits and the burdens.

Step #3: Brainstorm alternative strategies.

Consider the implementation of alternative strategies.

How can we ensure ongoing data collection, public reporting, stakeholder participation and public accountability?

More Notes

Residents (9/24 @ 6pm)

Step #1: Review the QAP application and awarding processes.

What are we trying to solve through a more equitable QAP? Why?

How could the outcomes of an updated QAP advance racial equity?

What can this proposal impact?

How can communities most impacted partner with DOH to ensure the revised QAP advances racial equity?

Assessing benefits.

Assessing burdens.

Step #2: Look at the benefits and the burdens.

Step #3: Brainstorm alternative strategies.

Consider the implementation of alternative strategies.

How can we ensure ongoing data collection, public reporting, stakeholder participation and public accountability?

More Notes

DRAFT

